

## **DIVERSITY, EQUITY AND INCLUSION POLICY OF THE BOARD OF DIRECTORS OF METRO INC. (the “Company”)**

The Company recognizes the importance of diversity, equity and inclusion.

The Governance and Corporate Responsibility Committee reviews the profile, experience and skills of each of the nominees for the position of director and recommends the nominees who best meet the criteria established for director succession planning.

In making its decision to select a nominee, the Board of Directors, takes into account, amongst other things, the skills and the availability of the potential nominee as well as the items contained in the list of competencies and expectations of directors developed by the Board of Directors. The Board of Directors also takes into consideration the profiles of each director already serving on the Board and strives to foster diversity, particularly in terms of experience, skills, geographical representation, and personal attributes such as age, gender, ethnicity, being a member of a visible minority, being a member of Indigenous People, having a disability and sexual orientation.

In particular, the Company has established as one of its objectives to maintain board composition in which persons who identify as women comprise a minimum of 30% of Board members, in compliance with the Catalyst Accord.

In addition, the Board of Directors strives to recognize and address any inequity in its policies, procedures and actions so as to foster an environment where all directors are fairly and equally treated.

**Adopted on September 22, 2015 and amended on September 20, 2016 and April 20, 2022**